



Leigh McPhail

From: Leigh McPhail
Sent: Tuesday, July 17, 2007 2:21 PM
To: Marty Berkowitz
Subject: (Archived w/ Attachments) Timesheet Implementation
Attachments: Electronic Signature Questions.pdf; IVantage USER'S GUIDE for Timesheets.doc

Hi Marty

I am conducting a test for the timesheet module on IVantage. This will take approximately 1 month. The test departments are Finance, HR and IT. My hope is that these departments' personnel (employees and supervisors) will communicate to me any discrepancies or inconsistencies with the module or draft procedures manual prior to implementing it to the masses.

Generally speaking, hourly employees are the only individuals that need to clock in and out. Salaried employees have to make sure they submit their PTO request only. Supervisors of both groups will need to approve timesheets just as they do manually. Donna, Peter, Jorge and Sandra would also need to submit the paper timesheets which should look the same as the electronic timesheet. I will compare the two. You would need to approve Donna's and Peter's information.

I have already prepared a draft procedures manual and will forward the manual to the supervisors and employees so that they can assist me in clarifying the instructions. I hope to make it as simple as possible. The module is self-explanatory, but it is always good to have something in writing.

This project does not require a lot of time from the Department Heads. I would like you to assist me and have the department heads begin tomorrow morning. I will email them the information once you give me the go ahead.

No integration between IVantage and Great Plains is set up at this time. That will be the second step after we run the test. At that time, I will need either Donna or Sandra to assist me with ensuring the data goes over properly. Since Sandra supervises Payroll, I recommend we use her to assist.

Thanks

L. Leigh McPhail
 Director of Human Resources

ChildNet

Protecting Broward's abused, neglected & abandoned children.

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 Plantation, FL 33317
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3/20/2008

McPhail 0028

*** FILED: BROWARD COUNTY, FL HOWARD FORMAN, CLERK 4/5/2013 11:32:27 AM.***

Leigh McPhail

From: Leigh McPhail
Sent: Thursday, July 19, 2007 10:49 AM
To: Marty Berkowitz
Subject: (Archived) RE: iVantage/Dynamics integration

Hi Marty

think it will be very important that you attend the complete meeting. Please try to make time to do this. This will accomplish a lot of things. You will be able to experience how the two departments work together and you can act as the neutral party to assist in the decision making process. Without you I believe we will get no further than we have in the past. It is critical that the payroll issues get resolved once and for all. Sandra, Crista and I did a great job coordinating the first payroll in the fiscal year. It is the first time that the two departments have ever worked so closely together to resolve the major problems between the two systems. David Ramirez recognized it and was happy to see that we dropped iVantage into a test area in GP before sending the iVantage information to GP. All the issues were resolved and it went really well.

Since Sandra has come on board we have resolved a number of problems between the two databases that no one else, Donna, was able to fix. Sandra is smart and understands accounting principals.

I do believe however, that the finance staff has been told not to work with HR. I heard this from previous employees in the Finance Department during their exit interviews. Their reason for leaving was because they felt as though Donna's management and finance skills left a lot to be desired and they felt they were being told to do things that were not consistent with accounting principals because of her lack of skills. Since the April event I have witnessed the employees in the finance department and particularly Donna pulling away from even the appearance of wanting to work together. I can speculate why but won't here.

Please reconsider the time you spend at this meeting. Thanks

Leigh McPhail
Director of Human Resources

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From: Marty Berkowitz
Sent: Wednesday, July 18, 2007 4:37 PM
To: Dramirez; Donna Skees; Sandra Lanning; Leigh McPhail; Peter C. Moy; Crista Banas
Subject: RE: iVantage/Dynamics integration

Let me know where the meeting will be. I want to attend the first five minutes.

Marty Berkowitz
Chief Financial Officer
ChildNet
To protect Broward's abused, neglected & abandoned children"

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(954) 336-5479 Cell

From: Dramirez [mailto:dramirez@successlinkweb.com]
Sent: Wednesday, July 18, 2007 4:26 PM

3/20/2008

McPhail 0028

To: Donna Skees; Sandra Lanning; Leigh McPhail; Peter C. Moy; Crista Banas
Cc: Marty Berkowitz
Subject: iVantage/Dynamics integration

Good afternoon,

Peter Moy wants to be involved with the current iVantage to Dynamics integration issues that we have all been trying to resolve. Donna also suggested to have a meeting to discuss the current problems and progress we have made now that we have processed two payrolls with the new changes.

In my last visit there to process open enrollments we had a successful run, but a couple of problems were identified. Some relate to the iVantage export file on termination records and some relate to the interface. The purpose of the meeting is to discuss the progress and plan of action on the problems found and discuss any new concerns since our last meetings.

Let me know if this sounds like a plan for everyone.

Peter is available at 4:30 PM tomorrow is this time good for all of us to meet? If not, please create a meeting based on your schedules and I will make myself available to meet.

David Ramirez
SuccessLink Consulting, Inc.
954) 483-6495 Cell

3/20/2008

McPhail 0028

Leigh McPhail

From: Leigh McPhail
Sent: Tuesday, July 24, 2007 3:28 PM
To: Marty Berkowitz
Cc: Barbara Moss
Subject: (Archived) RE: Outsourcing

Hi Marty

As you already know based on earlier conversations I am not interested in outsourcing Finance and HR payroll. Could you please review your cost again? HR's IVantage has not needed or paid for a consultant.

Keep in mind we are not a large corporation and we should not compare ourselves to them. They have far more money than ChildNet. If you want to outsource Finance payroll that is your choice. IVantage easily downloads information into ADP. There will be costs associated with this change over however.

I would think we would want to wait until we get the other items like security and IT up to standard before we spend time on something that is generally working despite the misinformation that was relayed last pay period.

Thanks

L. Leigh McPhail
Director of Human Resources

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From: Marty Berkowitz
Sent: Tuesday, July 24, 2007 11:30 AM
To: Leigh McPhail
Subject: Outsourcing

Leigh

I had a really good discussion with the ADP people last week both in terms of their systems and capabilities and the costs associated with outsourcing HR and Payroll recordkeeping and production. This doesn't necessarily mean that we eliminate any jobs here; it does mean that someone else maintains all the systems, provides the interconnect to the general ledger, worries about updates etc, and our folks access the room we rent in their larger system for our use. If ADP's pricing is any indication, we could have been using their full HR, benefits administration and payroll capabilities for the past 12 months for considerably less than the costs of the various consultants who worked on IVantage and Great Plains payroll related issues. There are large corporations who have decided that it makes no sense to maintain these systems on their own, but instead to share development and update costs with other corporations via the outsourcing route. I really think we need to explore this further.

I'm thinking about a process where we put together a RFI and post it so that various companies can lay out their capabilities and costs, including demonstrations of what their systems do. From there, we can decide whether it makes sense to turn the RFI into a RFP or continue with our existing array. Can I have your input please?

Marty Berkowitz
Chief Financial Officer
ChildNet

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3/20/2008

McPhail 0028

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3/20/2008

McPhail 0028

Leigh McPhail

From: Leigh McPhail
Sent: Tuesday, July 24, 2007 11:40 PM
To: Marty Berkowitz; Barbara Moss
Subject: (Archived) Please Read My Entire Message

Marty

My point in forwarding you the message was to show you that it may be a possibility that it is true. Jacinth has always emailed me directly. Don't you think it is odd that she emailed Tiffany to tell me something she could have emailed me directly? There was no other topic that she discussed with Tiffany in the email.

I have and will continue to work with Donna. Maybe she could explain again to her staff that we all need to work together and to keep her informed. I cannot control her staff and I am not going to stop the positive progress that has recently been made. If she is upset with me for working with her employees we have an even bigger problem.

Like I said before its not the first time I have heard this. Two other employees who left said the same thing. I find that there is usually some truth to employees comments.

I don't expect you to believe me. However, it is reasonable for me to believe that you'll investigate my complaint and not just console me with words and your feelings on how you're disappointed.

I get the sense you suspect someone of the rumor since you have speculated that someone may be crafty enough to cause this rift. This would be a good place to start.

Thanks for your help. I would like you to get to the bottom of this.
I don't think this should go unchecked.

R. Leigh McPhail
Director of Human Resources

-----Original Message-----

From: "Marty Berkowitz" <mberkowitz@ChildNet.us>
Subj: RE: Steve's fridge
Date: Tue Jul 24, 2007 4:44 pm
Size: 2K
To: "Leigh McPhail" <LMcPhail@ChildNet.us>
cc: "Barbara Moss" <BMoss@ChildNet.us>

The subject fooled me. I didn't know who Steve was and why I needed to know about the refrigerator.

As to yours and Donna's relationship, it is my understanding that Donna told her staff to insure that she was in the loop in discussions and decisions being made that impacted Finance. She has felt in the past that her staff has let her down by not including her in processes that she wants to be involved in. There's a big difference between that and the rumor you've heard. But frankly the disappointing thing for me is that the two of you can't seem to find a middle ground on which to work, regardless what personal feelings might be. And I am somewhat disturbed (but not necessarily surprised) that rumors like this get started. Hopefully this is not someone trying to use this situation to what they believe is their advantage. If that is the case, I will be far more than disturbed.

I will speak with Donna when she returns. But I could use your help in debunking the rumors. Thanks

Marty Berkowitz

Chief Financial Officer

ChildNet

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(954) 336-5479 Cell

From: Leigh McPhail

Sent: Tuesday, July 24, 2007 4:28 PM

To: Marty Berkowitz

Cc: Barbara Moss

Subject: FW: Steve's fridge

Hi Marty

I just want to let you know that I recently heard a rumor that Donna has told her employees not to talk to me. If this is true I think it needs to be addressed. I appreciate your assistance in resolving my concern. Thanks

R. Leigh McPhail

Director of Human Resources

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From: Tiffany Boyd

Sent: Tuesday, July 24, 2007 11:02 AM

To: Leigh McPhail

Subject: FW: Steve's fridge

Pleas

Leigh McPhail

From: Leigh McPhail
Sent: Wednesday, August 15, 2007 1:51 PM
To: Marty Berkowitz
Cc: Barbara Moss; Donna Skees; Peter C. Moy
Subject: (Archived) RE: Timesheet Implementation Test Period

Marty

The product was purchased last year and does not require the need for a consultant. Timesheets will need to be completed whether or not we outsource or not. I don't understand the hold up.

As far as benefits go, there is very little that we do in HR. The process has been automated. ChildNet uses USI, a broker that does all our leg work for us. Had we not gone from 26 to a 24 pay periods, we would not have had to spend much time on benefits. Despite what Donna says, the 24 pay periods was an issue that Finance brought up in a meeting they requested with HR. Finance felt it would be better to have 24 pay periods to save money and I agreed with their request. Again I really don't understand your reason for making changes to a system that is not broken.

We have already resolved many of the issues HR had with Finance and vice versa with the help of Sandra. Let's just move on from here and work in a spirit of cooperation. I know you have many other areas that need your attention, i.e. fixed assets, etc.

Barbara

Could we set up a meeting this week?

Leigh McPhail

Director of Human Resources

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From: Marty Berkowitz
Sent: Wednesday, August 15, 2007 1:17 PM
To: Leigh McPhail
Cc: Barbara Moss; Donna Skees; Peter C. Moy
Subject: RE: Timesheet Implementation Test Period

Leigh

Donna and I had the conversation prior to the last set of meetings on the HR and Payroll connection. But before we go too much further with this work or the Great Plains – iVantage hook up, I am going to set up a meeting with you, Donna, Peter Moy, Barbara and I to discuss the whole question of outsourcing. I am a very firm believer that outsourcing all HR, benefits administration and payroll systems and recordkeeping. I am not proposing that we consider outsourcing the work; our folks continue to perform the functions, but using tried and true technology that someone else is responsible for. These systems have become highly commoditized in recent years and there are a number of companies with very significant client bases in small to mid-sized businesses (at 400+ employees we are a mid-sized company for this purpose) who have developed capabilities that encompass everything we could possibly need, but where we get to share the cost of upgrades, maintenance, etc with a very large client base rather than having to expend time and treasure by ourselves. I am firmly convinced that we can improve workflow, reduce the need for clerical/manual efforts in both payroll and HR, off-load the whole issue of data security and back-up, simplify our IT lives, and in general make things a lot easier. We might even save some money. I know you disagree, which is why I think we need to get together and hash this out and select a direction to move forward on before we invest any significant time on in-house or consultant IT processes. I will get something set up for the first of next week for us to discuss.

Martin A. Berkowitz

3/20/2008

McPhail 00291

Chief Financial Officer

ChildNet

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(954) 414-6019 Fax

From: Leigh McPhail

Sent: Wednesday, August 15, 2007 12:05 PM

To: Marty Berkowitz

Cc: Barbara Moss

Subject: Timesheet Implementation Test Period

Hi Marty

Have you had an opportunity to talk to Donna about timesheet implementation yet? I would really like to get started on this. It will make a world of difference when you outsource payroll to have this in place. I would like to set up a meeting to go over responsibilities and procedures as soon as possible. As I told you before this will not be time-consuming for anyone. Supervisors will only have to review and approve the timesheets once at the end of the week.

Leigh McPhail

Director of Human Resources

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3/20/2008

McPhail 0029

Leigh McPhail

From: Leigh McPhail
Sent: Tuesday, February 05, 2008 10:33 AM
To: Marty Berkowitz
Cc: Barbara Moss; Emilio Benitez
Subject: RE: RFP Information

Hi Marty
I'd like to review this before the meeting. Could you please provide it at least a couple of days before so we have time to evaluate it? Thanks

Leigh McPhail
Director of Human Resources

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From: Marty Berkowitz
Sent: Tuesday, February 05, 2008 8:56 AM
To: Leigh McPhail
Cc: Barbara Moss
Subject: RE: RFP Information

Karen and Donna are doing some staff work re these proposals and it will be distributed before the meeting.

Martin A. Berkowitz
Chief Financial Officer

ChildNet

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From: Leigh McPhail
Sent: Monday, February 04, 2008 11:32 AM
To: Marty Berkowitz
Cc: Barbara Moss
Subject: RFP Information

Hi Marty
As you know the committee received the RFPs for the outsourcing of payroll. Would you please assist me by providing the cost and what will be cut should we implement one of these vendors? For example, positions cuts, current vendor cuts, independent contractor cuts, labor from IT cuts, etc. and the current cost of each.
Thanks

Leigh McPhail
Director of Human Resources
ChildNet

3/20/2008

McPhail 0033

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3/20/2008

McPhail 0033



Leigh McPhail

From: Leigh McPhail
Sent: Tuesday, February 05, 2008 1:42 PM
To: Marty Berkowitz
Cc: Emilio Benitez; Derrick Roberts; Barbara Moss
Subject: RE:

No issue. I heard the reorganization was approved by the Board and I have not heard from you what was presented. I would like to know what is happening since my department will be required to implement it. Thanks

Leigh McPhail
Director of Human Resources

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From: Marty Berkowitz
Sent: Tuesday, February 05, 2008 12:08 PM
To: Leigh McPhail
Subject: FW:

Could you please let me know what the issue is here?

Martin A. Berkowitz
Chief Financial Officer

ChildNet

To protect Broward's abused, neglected and abandoned children"
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From: Derrick Roberts
Sent: Tuesday, February 05, 2008 11:08 AM
To: Marty Berkowitz
Subject: FW:

Marty,

Please provide the below requested report to Leigh.

Thanks,

Derrick S. Roberts, Esq.

Legal Counsel

ChildNet

3/20/2008

McPhail 00331

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From: Leigh McPhail
Sent: Monday, February 04, 2008 4:56 PM
To: Derrick Roberts
Subject:

Hi Derrick
Would it be possible to get the minutes from the last few Board Meetings?

Finance requested approval for a reorganization. Could you also provide me with the financial report for this? Thanks

Leigh McPhail
Director of Human Resources

ChildNet

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3/20/2008

McPhail 0033

**PLAINTIFF'S
EXHIBIT**

19

Leigh McPhail

From: Marty Berkowitz
Sent: Friday, February 15, 2008 9:45 AM
To: Leigh McPhail
Cc: Donna Skees; Fred Pinto; Karen Rubino; Barbara Moss; Emilio Benitez; Silvia Smith-Torres
Subject: RE: Time and attendance

Tell you what -- if you would like to continue a dialogue on this issue come see me. But emails like the one you just sent are totally inappropriate and uncalled for. I won't grace it with a response.

Martin A. Berkowitz
Chief Financial Officer

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(954) 414-6019 Fax
-----Original Message-----

From: Leigh McPhail
Sent: Friday, February 15, 2008 9:33 AM
To: Marty Berkowitz
Cc: Donna Skees; Fred Pinto; Karen Rubino; Barbara Moss; Emilio Benitez; Silvia Smith-Torres
Subject: RE: Time and attendance

Why would you set up a committee if you have no intentions of hearing them out and making a group decision? Certainly you have control over your people to make the same decision you came up with, even if they may not have come up with the same one you did they are going to support you.

This is not a decision for the board and to make it one is inappropriate. I hope that you don't think you can convince me to agree with you when you state you "have consultants". We have made a significant investment into IVantage. Spectrum is on the cutting edge of this technology. I am not sure who your consultants are but just the fact that I have not met them tells me that you are not looking for a team solution or one that is best for this organization.

In reality, neither IVantage nor Great Plains are broke or incapable of accomplishing what needs to be done. Outsourcing payroll at this time has only been offered up as a solution because you don't want to ask your Finance Director to work with me in a manner that would resolve the existing problems. With that said the majority of the problems we had have already been resolved while Sandra Lanning was here.

Your solution to out source payroll is not a cost savings, not today and not in the future.

-----Original Message-----
From: Marty Berkowitz
Sent: Friday, February 15, 2008 4:26 AM
To: Leigh McPhail
Cc: Donna Skees; Fred Pinto; Karen Rubino; Barbara Moss; Emilio Benitez; Silvia Smith-Torres
Subject: RE: Time and attendance

Sorry to take so long to respond to you. I spent much of Thursday sedated an some of it in traction with a recurring sciatica problem. That's probably why I'm wide awake now. My

initial note was sent only to you because I had a sense that we would strongly disagree on this and I wanted to have the opportunity to argue it out privately. But since you've opted to open things up, I'll respond to everyone.

First, you and I have two very different views of iVantage and its capabilities. I find the self-help aspects to be exceedingly clumsy and difficult to work with compared to other applications I've used and seen. While I have not spoken to any supervisors about it, I have had occasion to hear several directors complain about various aspects of the system and its functionality. Some may actually welcome being able to use something else. In addition, in the ADP demo we saw the time card application looked quite intuitive, easy to use, and frankly easier to get information from than what I personally have experienced with iVantage.

As I've continued to look at the subject of outsourcing in general and the issue of systems hosting in particular, I've consulted with a couple of well-placed and highly respected consultants on HRIS; iVantage made nobody's list of top 5 systems that they recommend to small and medium sized businesses. Everyone considered it a second tier application at best.

That said, we already own and have made a substantial investment in it. So I have not opted to pursue a broader replacement strategy at this time. But I just don't believe it makes sense to expand our use of and reliance on the application. Nor do I think operationally it makes sense to tie ourselves to having to worry about links between ADP and another system for payroll purposes, with changes on one or the other then requiring reconsideration or reprogramming, as that will incur additional expense in the future.

As to costs today, it is a legitimate issue, but I believe we can negotiate a better deal on the ADP bundle than on either application individually, and I strongly believe a migration away from running our own systems is the absolute best answer for ChildNet. Therefore, subject to giving you one more shot to come back at me on this, I'm planning to recommend to Emilio and then the Board that we move forward with the ADP bundle and aggressively pursue the April conversion date.

I should be on Friday morning, and my calendar is fairly clear until 11 AM. Feel free to stop in if you would like to discuss.

Marty

-----Original Message-----

From: Leigh McPhail

Sent: Thu 2/14/2008 12:59 PM

To: Marty Berkowitz

Cc: Donna Skees; Fred Pinto; Karen Rubino; Barbara Moss; Emilio Benitez; Silvia Smith-Torres

Subject: RE: Time and attendance

Hi

I appreciate your sense of urgency. I believe that if we can get the quirks out of iVantage that they will be the best choice for the organization. They have already made great strides since yesterday to fix them. The following reasons are why we need to wait:

1. There will be a cost savings if we don't purchase a new timesheet system.
2. Supervisors and employees will not have to use two software applications to view their information.
3. Supervisors will not have to use two software applications to approve employee information.
4. HR will not need to spend a lot of time training supervisors and employees, because employees are already familiar with the system and have found it to be employee friendly.
5. Using ADP payroll will make the process seamless to supervisors and employees. They will never know we changed over the system.
6. I will be out of town for two weeks, thus the reason for the two week delay and I will be the primary contact for the implementation.
7. ADP is going to have us fill out an extensive form with all our rules, which needs to be reviewed by me, if not completed by me.
8. July 1 is a manageable date to implement. Trying to get the implementation done by April 1 puts a lot of unneeded pressure on our staff.

9. In as much as it appears that the ADP system has a lot to offer, so does iVantage. Actually iVantage has more capabilities. Our senior staff, directors, supervisors and employee's don't take advantage of all that is offered by iVantage. Some of our directors have never gone into iVantage or employee connect to see or use all the great reports etc.
10. We need to do the right thing for the organization, which is save money, reduce the number of changes that affect staff and bottom line, it doesn't send a good message to employees when we are cutting jobs.

R. Leigh McPhail
Director of Human Resources
ChildNet
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-----Original Message-----

From: Marty Berkowitz
Sent: Thursday, February 14, 2008 8:15 AM
To: Leigh McPhail
Subject: Time and attendance

I've given a lot of thought to the decision on the time card system, and I keeping coming down strongly on the side of abandoning any effort with iVantage and going with ADP. it helps guaranty a seamless payroll process with reliable technology and doesn't tie us any further to iVantage in the event we identify better solutions. It will also facilitate a quicker move to the new payroll environment as we won't have to spend two weeks further testing the iVantage capability. Those two weeks will delay the payroll outsource by 3 months. I'd prefer not to do that. Unless you can convince me otherwise my intention is to negotiate price with ADP and get them started as soon as next week with implementation. Let me know if you wish to discuss Marty Berkowitz Chief Financial Officer ChildNet

Board of Directors

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Chairman

Joey Epstein
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Britt Sikes
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Sandra Harris

John Hart

Jim McKinley

Leonard Samuels

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Robert Haeffner

Lori Ann Gionti

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Chief Executive Officer

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Mission:
To protect Broward's abused,
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www.ChildNet.us



April 17, 2008

**PLAINTIFF'S
EXHIBIT**

20

Spectrum
Human Resource Systems Corporation
707 Seventeenth Street
Suite 3800
Denver, CO 80202-3438

RE: Invoice #INV0023678

Gentlemen:

Please be advised that ChildNet has opted to move to an outsourcing solution for HRIS, and on or about July 1, 2008 will cease using IVantage. Therefore, we will not need a yearly Technical Support and Upgrades program. If you are willing to offer these services for the three months ending June 30, 2008 at a prorated price, we would entertain purchasing that program.

Should you need additional information, please contact me at (954) 414-6000 Ext. 3862.

Respectfully,


Martin A. Berkowitz
Chief Financial Officer

Cc: Barbara Moss, Chief Operating Officer

**PLAINTIFF'S
EXHIBIT**

21

MS Great Plains and iVantage Technology Cost Overview			
Items	Description	~ One Time Savings	~ Annual Savings
DL380 G4 Server	Server used to host Great Plains Application . Server also currently used to host iVantage Application .	\$ 22,000	
Storage	Storage needed to facilitate both applications, databases, server operating system, tools, patches, etc. = 400GB	2,400	
Server Maintenance	ChildNet IT time to perform administrative duties to maintain server health on a weekly basis		\$ 9,600
OS & SQL Licensing	Operating System and Database license necessary for application installation	8,000	
Citrix Portal	License for Citrix Portal Access Remotely to Great Plains		90
Great Plains Licensing	License & Support and Maintenance for Great Plains		11,500
iVantage Licensing	License & Support and Maintenance for iVantage Application		7,600
Success Link Consultant	Support and Customizations for Great Plains and iVantage <i>Does not Apply to iVantage</i>		18,000
	Total	\$ 32,400	\$ 46,790
	Total First Year		\$ 79,190

Comments
Cost saving, redeployment of server.
Cost saving, redeployment of storage, as part of server.
~ Outside consulting services YTD for 2007. We have paid an average of \$ 40,,000 over the past 3.5 years.

Five Year Total Cost of Ownership Comparison: SPECTRUM vs. ADP

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>
SPECTRUM COSTS				
Annual Fees:				
IVantage Annual Maintenance	\$9,437	\$9,437	\$9,437	\$9,437
OrgPublisher Annual Maintenance	\$597	\$597	\$597	\$597
Monthly SPECTRUM hosting services \$875 per month, 3 year agreement	\$10,500	\$10,500	\$10,500	\$10,500
One time charges:				
ADP interface (16 hours X \$185/hr)	\$2,960			
Total SPECTRUM Annual Costs:	\$23,494	\$20,534	\$20,534	\$20,534
Cummulative SPECTRUM Annual Costs:	\$23,494	\$44,028	\$64,562	\$85,096

ADP COSTS

Annual Fees:				
ADP HR Benefits				
\$2,960 per month, First 3 months free	\$26,640	\$26,640	\$26,640	\$26,640
One time charges:				
HR Benefits Solution	\$6,400			
HR Benefits Carrier Connect	\$1,600			
Total ADP Annual Costs:	\$34,640	\$26,640	\$26,640	\$26,640
Cummulative ADP Annual Costs:	\$34,640	\$61,280	\$87,920	\$114,560



Year 5

\$9,437
\$597
\$10,500

\$20,534
\$105,630

\$26,640

\$26,640
\$141,200

SPECTRUM
ADP

Key SPECTRUM benefits:

Significantly lower five year TCO - 25% savings if SPECTRUM hosts iVantage; 55% if ChildNet continues to hosts
World class, proven Human Resources customer support
Healthy, existing four year business relationship
Complex position management tailored to ChildNet specifications Includes Position and Budget History
Greater HR functional scalability as ChildNet needs grow
Benefits interface currently in production
ChildNet already owns iVantage license - recognize full ROI with iVantage investment
Flexibility - Continue hosting iVantage on ChildNet server or have SPECTRUM host
Incident and Accident Reporting
Notes to file
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Existing Essential Function Internal Advertisement for open positions
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Organization Chart
Performance management configured to ChildNet requirements with notifications and routings
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Reference Check Information
HIPAA Certification Information with notification
Security Agreement Information and notification
Drug Test Data and results
Corrective Actions

***Bolded words will be lost with ADP System

Five Year Total Cost of Ownership Comparison: SPECTRUM vs. ADP

SPECTRUM COSTS

Annual Fees:					
IT/Vantage Annual Maintenance	\$9,437	\$9,437	\$9,437	\$9,437	\$9,437
Org/Publisher Annual Maintenance	\$597	\$597	\$597	\$597	\$597
Monthly SPECTRUM hosting services	\$10,500	\$10,500	\$10,500	\$10,500	\$10,500
\$875 per month, 3 year agreement					
One time charges:					
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Cumulative SPECTRUM Annual Costs:	\$23,494	\$44,028	\$64,562	\$85,096	\$105,630

ADP COSTS

Annual Fees:					
ADP HR Benefits	\$26,640	\$26,640	\$26,640	\$26,640	\$26,640
\$2,960 per month, First 3 months free					
One time charges:					
HR Benefits Solution	\$6,400				
HR Benefits Carrier Connect	\$1,600				
Total ADP Annual Costs:	\$34,640	\$26,640	\$26,640	\$26,640	\$26,640
Cumulative ADP Annual Costs:	\$34,640	\$61,280	\$87,920	\$114,560	\$141,200



typed unit code unit price extended price

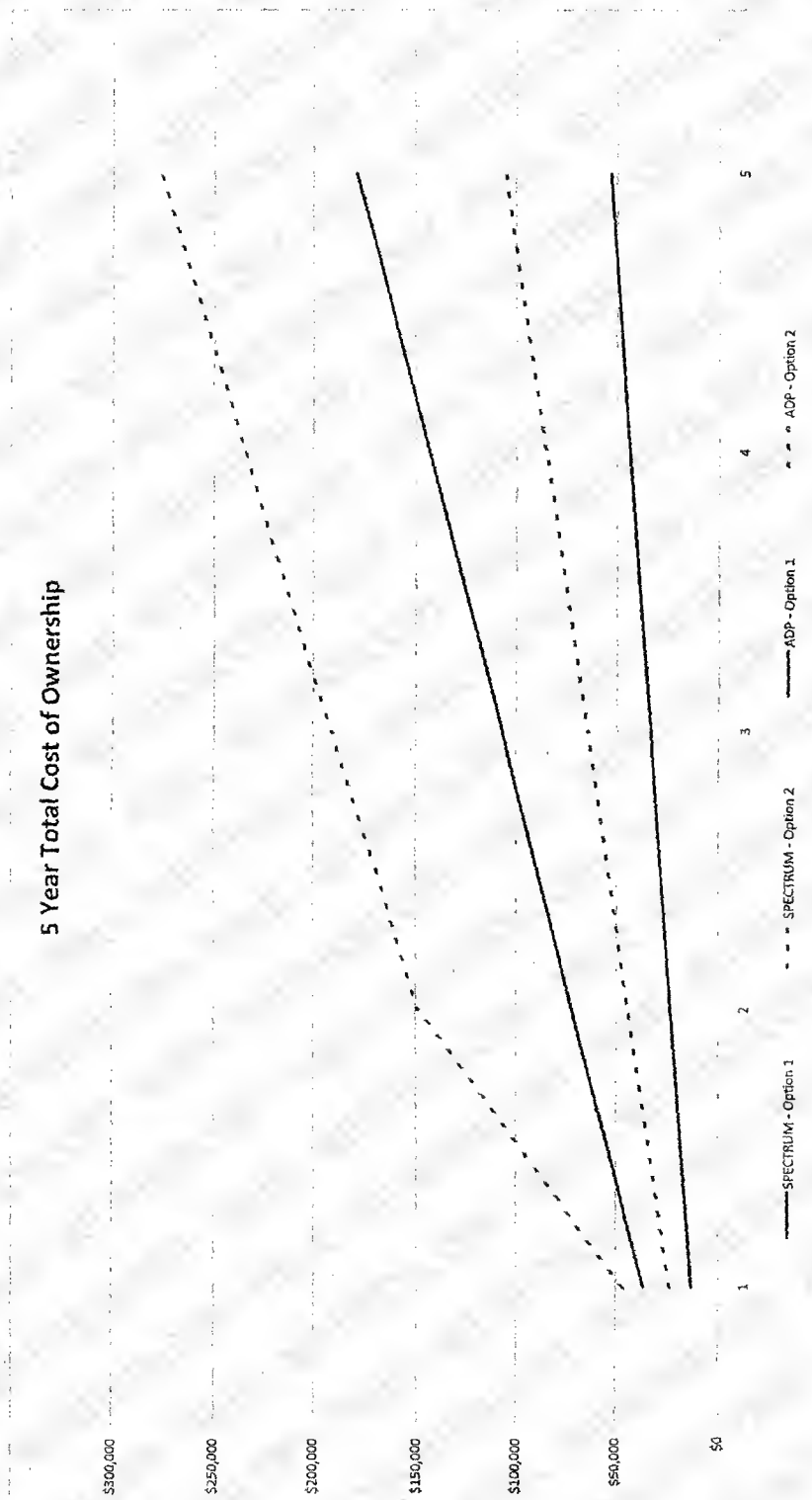
Invoice or CM #	Job	W Date	Rep Name	Date of Svc	Description	Software	Maintenance	Services	Training	Yr Exp	Total
INV001	total				Initial Software Installation	12,800.00	-	-	-	-	12,800.00
INV0012063	total				First Year Maintenance	-	6,902.00	-	-	-	6,902.00
INV0012150	total				Implementation Visit & Follow-Up/Trvl Exp	-	-	3,500.00	-	960.73	4,460.73
INV0012151	total				Implementation Services	-	-	2,450.00	-	-	2,450.00
INV0012236	total				Second Software Installation	12,800.00	-	-	-	-	12,800.00
INV0012237	total				Third Software Installation	12,800.00	-	-	-	-	12,800.00
INV0012367	total				Implementation Services	-	-	5,600.00	-	-	5,600.00
INV0012368	total				Implementation Services	-	-	7,000.00	-	-	7,000.00
INV0012445	total				OrgPublisher Module	3,150.00	-	-	-	-	3,150.00
INV0012446	total				First Year Maintenance - OrgPublisher	-	515.50	-	-	-	515.50
INV0012494	total				On-Site Training/Travel Exp	-	-	-	4,429.14	954.94	5,384.08
INV0012527	total				Implementation Services	-	-	5,250.00	-	-	5,250.00
INV0012528	total				Implementation Services	-	-	700.00	-	-	700.00
INV0012705	total				Implementation Services	-	-	2,800.00	-	-	2,800.00
INV0012706	total				Implementation Services	-	-	1,750.00	-	-	1,750.00
INV0012707	total				Implementation Services	-	-	700.00	-	-	700.00
INV0014084	total				Annual Maintenance Renewal	-	7,076.00	-	-	-	7,076.00
INV0014565	total				OrgPublisher Maintenance Renewal	-	468.03	-	-	-	468.03
INV0014863	total				Upgrade Services	-	-	1,400.00	-	-	1,400.00
INV0015201	total				Crystal Power Users	1,500.00	-	-	-	-	1,500.00
INV0016543	total				Annual Maintenance Renewal	-	7,076.00	-	-	-	7,076.00
INV0016554	total				OrgPublisher Maintenance Renewal	-	561.64	-	-	-	561.64
INV0018020	total				Timesheets & Succession Planning Modules	3,240.00	-	-	-	-	3,240.00
INV0018021	total				First Year Maintenance on Module Licenses	-	459.00	-	-	-	459.00
INV0019061	total				Upgrade Services	-	-	2,100.00	-	-	2,100.00
INV0019361	total				Upgrade Services	-	-	1,050.00	-	-	1,050.00
INV0019811	total				Timesheets Configuration Services	-	-	5,250.00	-	-	5,250.00
INV0019764	total				Annual Maintenance Renewal	-	7,688.00	-	-	-	7,688.00
INV0019776	total				OrgPublisher Maintenance Renewal	-	561.64	-	-	-	561.64
INV0019910	total				Timesheets Configuration Services	-	-	262.50	-	-	262.50
INV0020150	total				Timesheets Configuration Services	-	-	437.50	-	-	437.50
INV0020425	total				Timesheets Configuration Services	-	-	175.00	-	-	175.00
INV0021846	total				Timesheets Configuration Services	-	-	350.00	-	-	350.00
INV0023578	total				Annual Maintenance Renewal	-	9,437.00	-	-	-	9,437.00
INV0023894	total				OrgPublisher Maintenance Renewal	-	595.00	-	-	-	595.00
Grand Total						46,290.00	41,359.81	40,775.00	4,429.14	1,915.67	134,769.62

Five Year Total Cost of Ownership Comparison: SPECTRUM vs. ADP

SPECTRUM COSTS	Year 1	Year 2	Year 3	Year 4	Year 5
OPTION 1: ChildNet hosts iVantage					
Annual Fees:					
iVantage Annual Maintenance	\$9,437	\$9,437	\$9,437	\$9,437	\$9,437
OrgPublisher Annual Maintenance	\$597	\$597	\$597	\$597	\$597
One time charges:					
ADP Interface (16 hours X \$185/hr)	\$2,960				
Total SPECTRUM Annual Costs:	\$12,994	\$10,034	\$10,034	\$10,034	\$10,034
Cumulative SPECTRUM Annual Costs:	\$12,994	\$23,028	\$33,062	\$43,096	\$53,130
*OPTION 2: SPECTRUM hosts iVantage					
Annual Fees:					
iVantage Annual Maintenance	\$9,437	\$9,437	\$9,437	\$9,437	\$9,437
OrgPublisher Annual Maintenance	\$597	\$597	\$597	\$597	\$597
Monthly SPECTRUM hosting services	\$10,500	\$10,500	\$10,500	\$10,500	\$10,500
\$875 per month, 3 year agreement					
One time charges:					
ADP Interface (16 hours X \$185/hr)	\$2,960				
Total SPECTRUM Annual Costs:	\$23,494	\$20,534	\$20,534	\$20,534	\$20,534
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<u>ADP COSTS</u>	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>
OPTION 1: Implement ADP HR					
Annual Fees:					
ADP HR Benefits					
\$2,960 per month, First 3 months free	\$26,640	\$35,520	\$35,520	\$35,520	\$35,520
One time charges:					
HR Benefits Solution	\$6,400				
HR Benefits Carrier Connect	\$3,200				
Total ADP Annual Costs:	\$36,240	\$35,520	\$35,520	\$35,520	\$35,520
Cumulative ADP Annual Costs:	\$36,240	\$71,760	\$107,280	\$142,800	\$178,320
OPTION 2: Implement ADP HR and fill lost functionality					
Annual Fees:					
ADP HR Benefits					
\$2,960 per month, First 3 months free	\$26,640	\$35,520	\$35,520	\$35,520	\$35,520
One time charges:					
HR Benefits Solution	\$6,400				
HR Benefits Carrier Connect	\$3,200				
Costs to replace lost functionality:					
Core Talent Management		\$60,000			
(Performance Management, Alerts, Training Succession Planning, Recognition)					
Reporting - Multiple databases connection	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
Position Management	\$5,000	\$2,000	\$2,000	\$2,000	\$2,000
Total ADP Annual Costs:	\$46,240	\$102,520	\$42,520	\$42,520	\$42,520
Cumulative ADP Annual Costs:	\$46,240	\$148,760	\$191,280	\$233,800	\$276,320



Key SPECTRUM benefits:

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STATE REQUIRED INFORMATION BY FLORIDA STATUTE

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Reference Check Information
Annual HIPAA Certification Information with automatic notification to supervisor and employee
Annual Security Agreement Information with automatic notification to supervisor and employee
Drug Test Data and results
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Immigration status with automatic notification to employee and supervisor (Federal Requirement)
Incident and Accident Reporting required by OSHA (Federal Requirement) Includes federal forms
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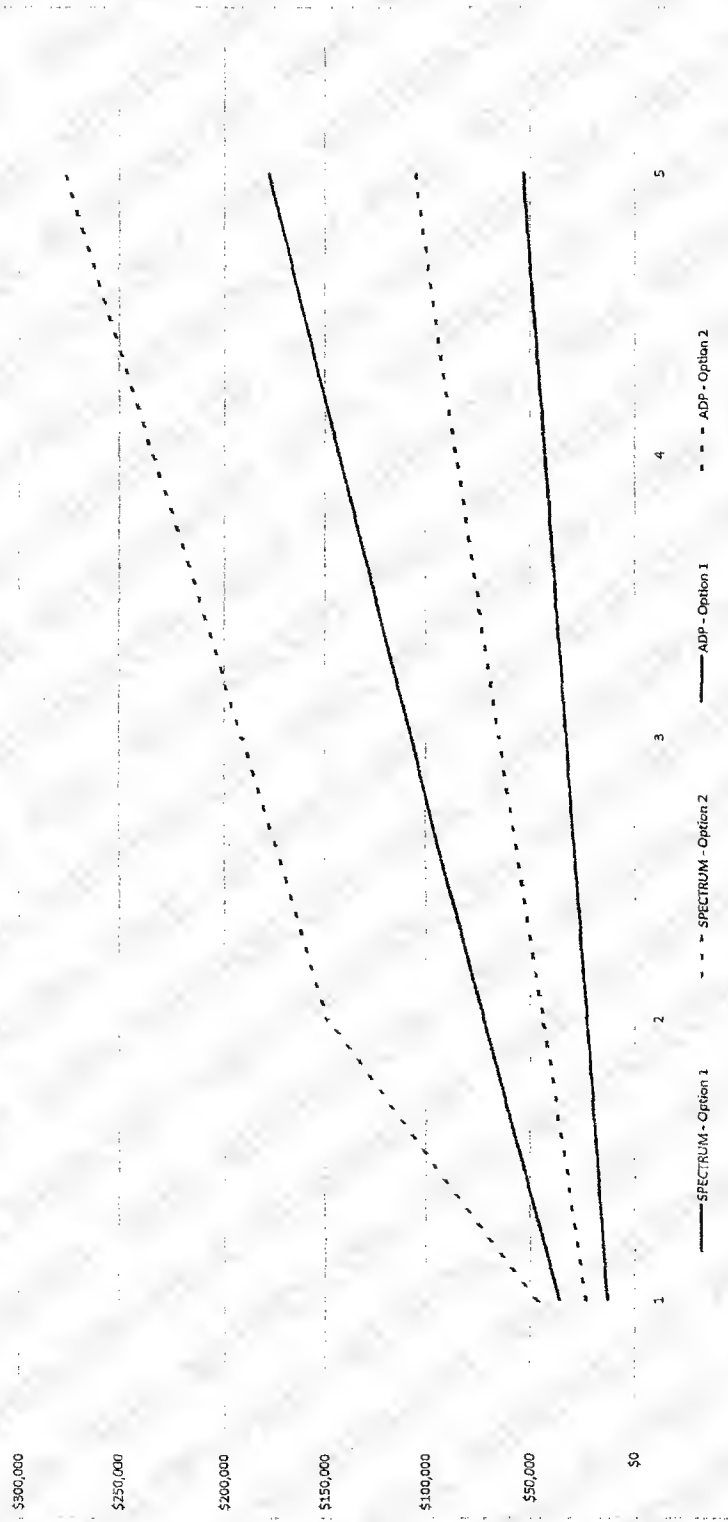
Five Year Total Cost of Ownership Comparison: SPECTRUM vs. ADP

SPECTRUM COSTS	Year 1	Year 2	Year 3	Year 4	Year 5
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Org/Publisher Annual Maintenance	\$597	\$597	\$597	\$597	\$597
One time charges:					
ADP Interface (16 hours X \$185/hr)	\$2,960				
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ADP COSTS	Year 1	Year 2	Year 3	Year 4	Year 5
OPTION 1: Implement ADP HR					
Annual Fees:					
ADP HR Benefits					
\$2,960 per month, First 3 months free	\$26,640	\$35,520	\$35,520	\$35,520	\$35,520
One time charges:					
HR Benefits Solution	\$6,400				
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Costs to replace lost functionality:					
Core Talent Management		\$60,000			
(Performance Management, Alerts, Training Succession Planning, Recognition)					
Reporting - Multiple databases connection	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
Position Management	\$5,000	\$2,000	\$2,000	\$2,000	\$2,000
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5 Year Total Cost of Ownership



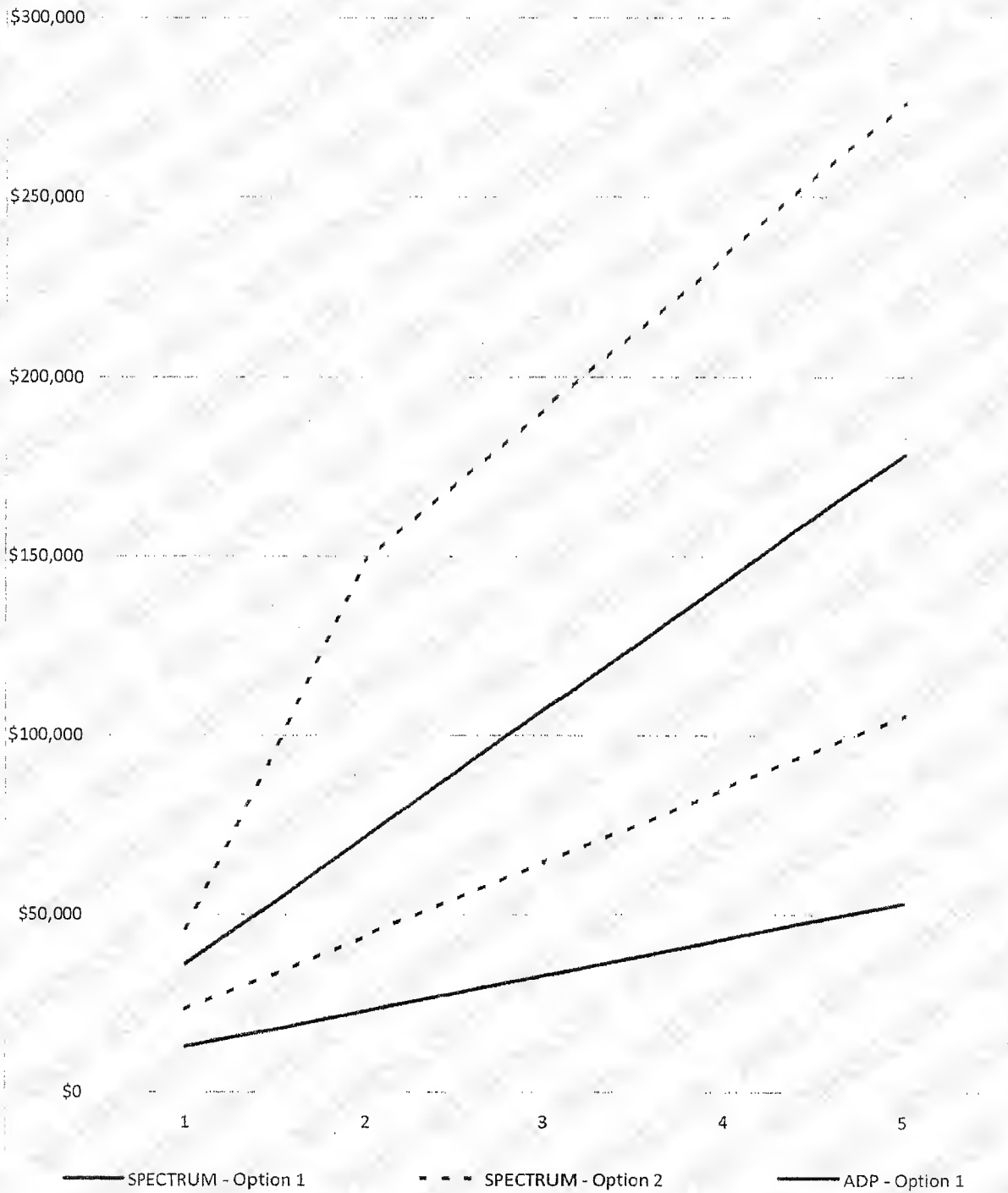
Key SPECTRUM benefits:

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- Reference Check Information
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- Annual Security Agreement Information with automatic notification to supervisor and employee
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- Corrective Actions
- Immigration status with automatic notification to employee and supervisor (Federal Requirement)
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5 Year Total Cost of Ownership



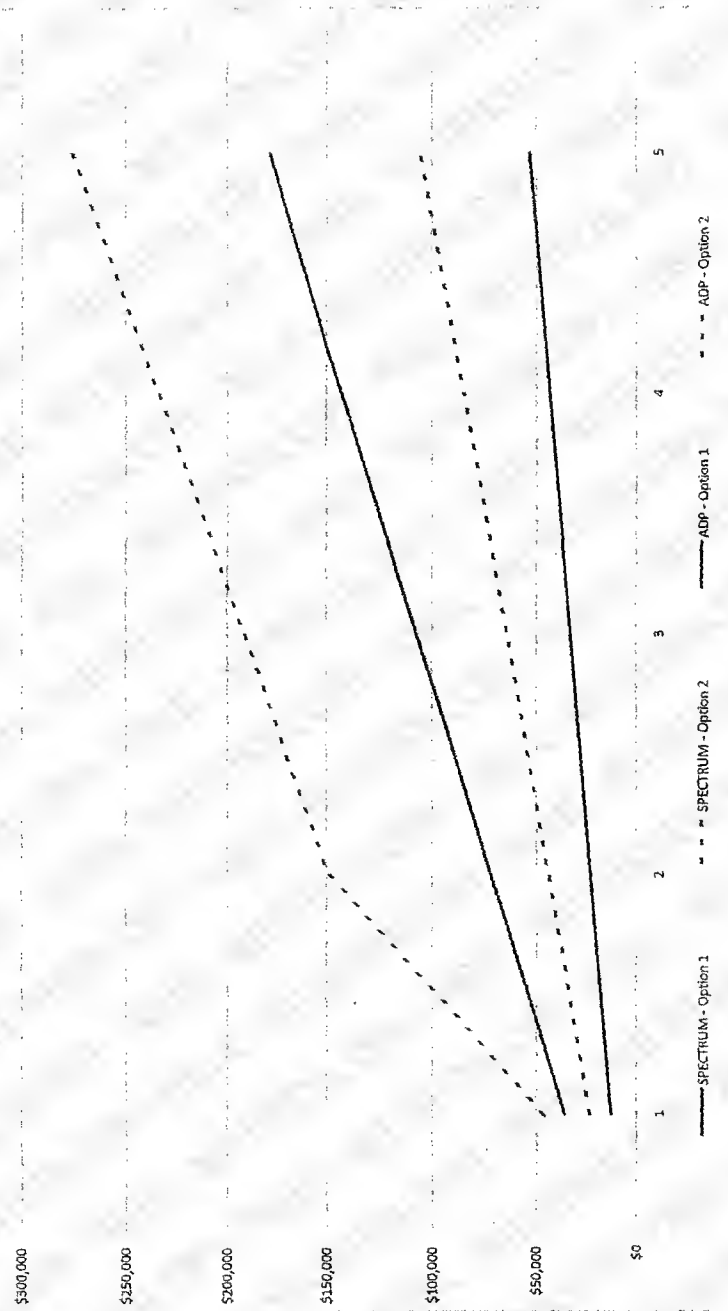
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Leigh McPhail

From: Emilio Benitez
Sent: Thursday, May 01, 2008 11:43 PM
To: Barbara Moss; Marty Berkowitz; Silvia Smith-Torres; Derrick Roberts; Larry Rein
Cc: Leigh McPhail; Donna Skees; Tiffany Boyd; Jacinth Jones
Subject: RE: Begin Your Payroll Analysis

Barbara: Thanks for sharing the situation with the implementation of the ADP program. As you know the decision to move forward with ADP was approved by the Board and it **WILL** be implemented by the July 1st date. Marty, please work with Barbara to make sure any implementation issues are properly addressed by your respective reporting departments. If staff is either unable or unwilling to move forward in an efficient or timely manner, please take immediate action to correct the situation and assure that the implementation is not delayed. Thank you. Emilio

Emilio Benitez
Chief Executive Officer
ChildNet, Inc.

From: Barbara Moss
Sent: Thu 5/1/2008 6:12 PM
To: Emilio Benitez
Subject: FW: Begin Your Payroll Analysis

FYI – I am sharing

Barbara D. Moss
Chief Operating Officer
ChildNet
"To Protect Broward's abused, neglected and abandoned children"

313 N State Road 7

Ft. Lauderdale, FL 33317

(954) 414-6019 Fax

(954) 263-3161 Cell

From: Leigh McPhail
Sent: Wednesday, April 30, 2008 9:06 AM
To: Barbara Moss
Subject: FW: Begin Your Payroll Analysis

Barbara
There is a deadline to have ADP fully implemented by 7/1/8. This is unrealistic and it was noted in the kick-off meeting. I will keep you abreast of the snags that occur and where we are at. You'll see with this message that step one is not going well. This certificate process should have taken approx. 5 min. It is now a day later.

My department will do everything it can to meet the deadline but I believe it is impossible and want you to know

that upfront.

Thanks
Leigh

From: Jacinth Jones
Sent: Tuesday, April 29, 2008 3:49 PM
To: Tiffany Boyd; Leigh McPhail
Cc: Donna Skees
Subject: RE: Begin Your Payroll Analysis

We have not been able to get the Digital Certificate that allows us to access ADP site to work. IT is working on this and as soon as they resolve the issue I will let you know.

From: Tiffany Boyd
Sent: Tuesday, April 29, 2008 9:54 AM
To: Jacinth Jones; Leigh McPhail
Cc: Donna Skees
Subject: RE: Begin Your Payroll Analysis

Thank you

Thank you in advance for your cooperation,
Tiffany H. Boyd
Human Resource Generalist

ChildNet
"To Protect Broward's abused neglected & abandoned children"
313 N. State Road 7
Plantation, FL 33317
Tel: (954) 414-6000 ext 3849
Cell: (954) 234-7520
Fax: (954) 862-5120

From: Jacinth Jones
Sent: Tuesday, April 29, 2008 9:42 AM
To: Leigh McPhail
Cc: Donna Skees; Tiffany Boyd
Subject: RE: Begin Your Payroll Analysis

I am only doing the initial company information setup at this point. No employee data is being exchanged with ADP. Once I get on their site and see what they need, I will work with Tiffany to provide that information.

From: Leigh McPhail
Sent: Tuesday, April 29, 2008 9:06 AM
To: Jacinth Jones
Cc: Donna Skees; Tiffany Boyd
Subject: RE: Begin Your Payroll Analysis

Hi Jacinth
Would you please work with Tiffany as you gather this information? She should also know how to find and obtain the info as needed. Thanks

From: Jacinth Jones
Sent: Monday, April 28, 2008 12:55 PM
To: Leigh McPhail
Cc: Donna Skees
Subject: FW: Begin Your Payroll Analysis

I received this email today

From: alexa_matias@adp.com [mailto:alexa_matias@adp.com]
Sent: Monday, April 28, 2008 9:07 AM
To: Jacinth Jones
Cc: yantty_casal-avino@adp.com
Subject: Begin Your Payroll Analysis

ADP Company Code(s): TJA

Childnet, Inc.
Jacinth Jones
313 North State Rd 7
Plantation, FL

Dear Jacinth,

Thank you for selecting ADP! We are confident that our new solutions will provide you with simple and flexible solutions to your payroll and human resource needs.

The first step in our implementation process is for you to visit and complete the Payroll Analysis. Your Implementation Specialist will use the information you enter as the basis for your company setup. Please begin right away.

To ensure a smooth implementation process we would like you to begin gathering the following information which you will need for your Payroll Analysis:

- 1) Federal ID Number. The best source is one of the following forms:
Your last filed 941, 941NMI, 941PR, 941SS, 940, 940EZ, 941
Composite, 940 Composite, 9779, SS-4, 8109, or 8109C.
- 2) State Income Tax Numbers, State Unemployment Numbers &
Current Rates.
If you need to apply for State ID Numbers you can go to the
following website and get applications.
<http://www.adp.com/taxfin/toolbox/forms/index.asp>
- 3) Local Tax ID Numbers.
City, County, School District and other Local Jurisdictions

To begin your Payroll Analysis, go to the following web address: <https://awc.adp.com>
(note the **https** in front which is necessary for this secure site.)

A separate e-mail message was sent to you containing instructions for downloading a digital certificate needed to access an ADP Internet Service.

**PLAINTIFF'S
EXHIBIT**

24
HV 3/14/08

Leigh McPhail

From: Tiffany Boyd
Sent: Wednesday, June 11, 2008 8:29 AM
To: Derrick Roberts
Cc: Leigh McPhail

Hi Derrick,
Sorry for the delay. I am not sure how this would work or where exactly to find the policy. Please contact Leigh to help you with this. I am sorry I could not be of more help.

Thank you in advance for your cooperation, Tiffany H. Boyd Human Resource Generalist

ChildNet
"To Protect Broward's abused neglected & abandoned children"
313 N. State Road 7
Plantation, FL 33317
Tel: (954) 414-6000 ext 3849
Cell: (954) 234-7520
Fax: (954) 862-5120

-----Original Message-----

From: Derrick Roberts
Sent: Tuesday, June 10, 2008 6:06 PM
To: Tiffany Boyd
Subject: FW:

Tiffany,

Can you provide the below requested information?

Thanks,

Derrick S. Roberts, Esq.

General Counsel

ChildNet
"To protect Broward's abused, neglected and abandoned children"
313 N. State Road 7
Plantation, FL 33317
Mobile: (954) 954-873-4716
Fax: (954) 414-6024

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-----Original Message-----

From: Derrick Roberts
Sent: Tuesday, June 10, 2008 6:05 PM
To: Crista Banas
Subject: FW:

Crista,

I believe we have a severance letter or package that we request the former employee to sign upon departure. I have been requested to review; when you get a chance please send whatever we have over to me.

Thanks in advance,

Derrick S. Roberts, Esq.

General Counsel

ChildNet

"To protect Broward's abused, neglected and abandoned children"

313 N. State Road 7

Plantation, FL 33317

Mobile: (954) 954-873-4716

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-----Original Message-----

From: Marty Berkowitz

Sent: Friday, May 02, 2008 8:35 AM

To: Executives

Subject: FW:

Re the issue of severance, please see the email stream that follows. Conclusion: if there's a provision in our P&P's that provides for reasonable severance, we can use our DCF funds to pay it.

Martin A. Berkowitz
Chief Financial Officer

ChildNet

"To protect Broward's abused, neglected and abandoned children"

313 North State Road 7

Plantation, FL 33317

(954) 414-6000 Ext. 3862 Office

(954) 414-6019 Fax

-----Original Message-----

From: Melissa Jaacks [mailto:Melissa_Jaacks@dcf.state.fl.us]

Sent: Friday, May 02, 2008 7:37 AM

To: Marty Berkowitz

Cc: Elwood McElhaney

Subject: RE:

Yes - the issue in the past has been that people choose to do this WITHOUT it being documented in their P&P, so I assume that yo all have these provisions?

Melissa P. Jaacks, CPA
Assistant Secretary for Administration
Land 850.488.6062, Cell 850.510.2237, Fax 850.922.2458

"Marty Berkowitz"
<mberkowitz@Child
Net.us>

05/01/2008 08:33
PM

Elwood McElhaney/D20/DCF@DCF,
Melissa Jaacks/D20/DCF@DCF

To

cc

Subject

RE:

Thanks. I appreciate the quick response.

-----Original Message-----

From: Elwood McElhaney [mailto:Elwood_McElhaney@dcf.state.fl.us]
Sent: Thu 5/1/2008 4:14 PM
To: Melissa Jaacks
Cc: Marty Berkowitz
Subject: Re:

The short answer is that it probably IS allowable and may be changed to Federal funds. The cite from A-122 is Attachment B, paragraph 8k. It is allowable as long as its documented in your personnel rules and regulations.

Elwood McElhaney, Comptroller
Building 1, Room 402B
1317 Winewood Boulevard
Tallahassee, Florida 32399-0700
850-488-4798
Fax 85- 921-9179

Melissa
Jaacks/D20/DCF

05/01/2008 02:08
PM

"Marty Berkowitz"
<mberkowitz@ChildNet.us>

To

elwood_McElhaney@dcf.state.fl.us
Subject

cc

Re: (Document link: Elwood
McElhaney)

I think so, but I am copying Elwood for his comment as well because I know this has been a sensitive issue in the past.

Melissa P. Jaacks, CPA
Assistant Secretary for Administration
Land 850.488.6062, Cell 850.510.2237, Fax 850.922.2458

"Marty Berkowitz"
<mberkowitz@Child
Net.us>

To

05/01/2008 11:06
AM

Melissa Jaacks/D20/DCF@DCF

cc

Subject

First, thanks for all the hard work on the budget issues and in particular on the adoption subsidies. Greatly appreciated by all of us down South.

Quick question. We have already moved to reduce staff via attrition. However, we are likely to have to do more, and we may wish to engage in some sort of limited RIF. I actually have a recommendation on Emilio's and Howard's desks that involves some fairly senior people. Are we permitted to use State funds to pay reasonable severance (say one to two months pay depending upon level) to people who are let go? Thanks

Martin A. Berkowitz
Chief Financial Officer

ChildNet
"To protect Broward's abused, neglected and abandoned children"
313 North State Road 7
Plantation, FL 33317
(954) 414-6000 Ext. 3862 Office
(954) 414-6019 Fax